



Romania

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Sample Cards

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Q

diversi**CHOICE**



When approaching a Romanian negotiation, it is best to:

- A. Get as many details up front as possible and establish your objectives.
- B. Gently probe for information while developing a pleasant relationship.
- C. Break the ice with a few tasteful jokes.

Click on your choice



B. Romanians generally prefer a roundabout way of saying things and reject US and Northern European directness. Take time to build relationships and be patient. Telling jokes is best avoided.

If you chose the best answer, keep this card. If not, discard it.



Q diversiSMARTS



When faced with weighty business decisions, Romanians go for advice to:

- A. Professional consultants.
- B. The chamber of commerce or public service.
- C. Relatives, friends and acquaintances.

Click on your choice.



C. Private networks are consulted first for help. Consultants are not much in demand in Romania. Chambers of Commerce are likewise avoided. Industrial associations are hardly existent. But everyone knows someone who knows someone who knows someone...

If you chose the correct answer, keep this card. If not, discard it.



Looking back on your eight years of work in Romania, you are happy that you never had to become involved in a lawsuit. Though Romanians often do not hold to agreements and constantly make changes, one can usually settle things outside the law.

How do you think, feel, or react to this situation? Tell your team, and then keep this card.





A serious disruption has occurred in your production process. You feel that your colleagues should have warned you of problems earlier. The Romanian employees on the other hand feel you should have been checking more thoroughly. According to them, you are the one at fault.

How do you think, feel, or react to this situation? Tell your team, and then discard this card.



Lupul își schimbă părul, dar năravul ba.

(The wolf changes his coat, but not his character.)

This well known Romanian proverb reminds us that people don't change their thinking habits and that we should not be deluded by superficial improvements.

After reading this card aloud, any team member, including you, may comment on it. Keep this card.



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US Americans place high value on personal accomplishment; Germans on following procedure. Romanians are proud of a *se descurca* – i.e., achieving success by muddling through by whatever means. Tell your team what your culture values most in a person's performance.

*When you have finished sharing on this turn, your teammates will say in Romanian “La revedere” (See you later).
Keep this card.*





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